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ABSTRACT

A study was conducted to investigate the relationship between the life values of community college faculty and selected demographic variables (i.e., college location, age, teaching experience, highest degree held, and other employment). A stratified random sample of 984 Oregon community college instructors was asked to identify "guiding principles" in their lives from Rokeach's lists of 18 terminal values, which represented idealized end-states of existence (e.g., a comfortable life, an exciting life, a sense of accomplishment, a world at peace, a world of beauty, and freedom) and 18 instrumental values, which represent idealized modes of behavior (e.g., ambitious, broad-minded, capable, clean, forgiving, loving, obedient, and self-controlled). Study findings, based on responses from 51% of those surveyed, included the following: (1) rated in inverse order, the means for instrumental values ranged 4.87 for Honest to 15.05 for Obedient; (2) the five first ranked instrumental values were Honest, Responsible, Loving, Capable, and Independent; (3) the means for terminal values ranged 5.73 for Health to 13.18 for Social Recognition; (4) the five first ranked terminal values were Health, Self-Respect, Family Security, Freedom, and Inner Harmony; (5) significant differences in terminal values were found based on respondents' age, years of teaching experience, highest degree held, and other job; (6) differences in instrumental values were found based on age, highest degree held, and other job; and (7) other job/no other job was the most important independent variable, significantly affecting 50% of the terminal and instrumental values. The instrument used to collect personal data is attached. (WJT)

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INSTRUMENTAL AND TERMINAL LIFE VALUES OF
FACULTY BY COMMUNITY COLLEGE LOCATION, AGE, EXPERIENCE, HIGHEST
DEGREE AND OTHER EMPLOYMENT

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INSTRUMENTAL AND TERMINAL LIFE VALUES OF FACULTY BY COMMUNITY COLLEGE
LOCATION, AGE, EXPERIENCE, HIGHEST DEGREE AND OTHER EMPLOYMENT

Objectives

The objective of this study was to investigate the relationships between the life values (instrumental and terminal) of community college faculty and selected demographic variables (college location, age, teaching experience, highest degree held and other employment -- yes/no).

Perspectives

Values are basic concepts that are internalized within each individual. An individual tends to "become" their beliefs (values) and these beliefs serve as explanations of an individual's behavior (Combs, Hvila, & Purkey, 1971; Lepley, 1957; Rescher, 1969; Rokeach, 1960). Partially as a result of the interaction of the individual with his/her social and physical environment (Gabriel, 1974; Lerner, 1976; Rokeach, 1973), values begin to form early in life (Allport, 1961; Lerner, 1976). They eventually become central to other beliefs and attitudes (Bem, 1970), regulating and motivating behavior (Gabriel, 1974; Inlow, 1972; Pugh, 1977). They provide standards that influence an individual's attitudes and behaviors and the evaluations made of self and others (Allport, 1961; Fenner, 1972; Pritchett, 1973; Rokeach, 1973).

Drawing from a list of personality-trait words (Anderson, 1968) and values found in the literature, Rokeach (1973) constructed two lists of 18 values (terminal and instrumental values lists).

TERMINAL VALUES (Idealized end-states of existence)

A Comfortable Life (a prosperous life)
An Exciting Life (a stimulating, active life)
A Sense of Accomplishment (lasting contribution)
A World at Peace (free of war and conflict)
A World of Beauty (beauty of nature and the arts)

Equality (brotherhood, equal opportunity for all)
 Family Security (taking care of loved ones)
 Freedom (independence, free choice)
 Health (a sense of mental and physical well-being)
 Inner Harmony (freedom from inner conflict)
 Mature Love (sexual and spiritual intimacy)
 National Security (protection from attack)
 Pleasure (an enjoyable, leisurely life)
 Salvation (saved, eternal life)
 Self respect (self-esteem)
 Social recognition (respect, admiration)
 True Friendship (close companionship)
 Wisdom (a mature understanding of life)

INSTRUMENTAL VALUES (Idealized modes of behavior)

Ambitious (hard-working, aspiring)
 Broadminded (open-minded)
 Capable (competent, effective)
 Clean (neat, tidy)
 Courageous (standing up for your own beliefs)
 Forgiving (willing to pardon others)
 Helpful (working for the welfare of others)
 Honest (sincere, truthful)
 Imaginative (daring, creative)
 Independent (self-reliant, self-sufficient)
 Intellectual (intelligent, reflective)
 Logical (consistent, rational)
 Loving (affectionate, tender)
 Loyal (faithful to ones' friends and groups)
 Obedient (dutiful, respectful)
 Polite (courteous, well-mannered)
 Responsible (dependable, reliable)
 Self Controlled (restrained, self-disciplined)
 (Rokeach, 1973, p. 22)

Respondents are expected to rank each list according to "guiding principles in YOUR life" (Feather, 1975, p. 27). Thus, Rokeach considers that life values can be partitioned (classified) as terminal or instrumental and constructed two scales to measure these. The two scales have been used in a number of studies, including studies of community colleges (Blai, 1972; Bohan & Hales, 1986; Brawer, 1971; Park, 1971; Pritchett, 1973). The study by Bohan & Hales (1986) examined life values by teaching assignment, sex of instructor, and faculty status (part-time/full-time).

The present study examines life values by college location, age, experience, degree, and other employment.

Since values influence an individual's behavior and relationships with others, the values of teachers should be expected to influence teaching style, role models provided, and relations with others. Several authors (Gabriel, 1964; Hales & Bohan, 1986; Jacob, 1957; Pullias & Young, 1986) have discussed the importance of values in teaching.

Data Sources and Methods

A proportional (by college), stratified (by teaching assignment and teaching status) random sample of instructors in Oregon community colleges was selected to receive the inventories and questionnaires (N=984); of these, 51% responded. Analysis of the biographical data revealed the following: approximately equal distribution across college location and by sex; about 60% of the sample between 30 and 50 years of age; and about one-half of the sample with 5-15 years of teaching experience. The median age was 42.5; the median for teaching experience was 9.9 years.

The 18 terminal values and the 18 instrumental values of Rokeach provided the dependent variable sets, using the ranks assigned by each respondent as variable scores. College location (metro, other urban, small city/rural), faculty age, teaching experience, highest degree held, and other employment (yes/no) served as independent variables. For each independent variable, a MANOVA was performed on each dependent variable set, followed by univariate analyses and modified LSDs for pair-wise mean comparisons (as appropriate) was performed. All statistical tests were at the .05 level of significance.

Results and Conclusions

The means and standard deviations for the community college faculty are presented in tables 1 and 2. The means ranged for instrumental values from a low of 4.87 (Honest) to a high of Obedient (15.05) rated in inverse order with a standard deviation of 3.98 (Polite) to 6.35 (Loving). The means for terminal values ranged from a low of 5.73 (Health) to a high of 13.18 (Social Recognition) again in inverse order. The standard deviations ranged from 3.85 (Social Recognition) to 6.70 (Salvation).

The statistical hypotheses in the MANOVA on the terminal life values were rejected for four of the independent variables: for age the Wilks' lambda $F=2.52$ ($p<.001$); for teaching experience, the Wilks' lambda $F=1.44$ ($p=.012$); for highest degree held, the Wilks' Lambda $F=1.53$ ($p=.003$); and for other job/no other job, the Wilks' Lambda $F=3.70$ ($p=.000$). For college location, the Wilks' Lambda $F=0.93$ ($p=.05$); the statistical hypothesis was not rejected and therefore no additional analyses of this variable was made.

For four of the independent variables, the univariate analyses of the terminal values were examined. For age, significant differences were found on A World of beauty ($F=3.45$; $p=.016$), Freedom ($F=3.54$; $p=.015$), Health ($F=5.67$; $p=.001$), Mature love ($F=5.13$; $p=.002$), National security ($F=5.14$; $p=.002$), Pleasure ($F=5.80$; $p=.001$), Self respect ($F=3.76$; $p=.011$), Social recognition ($F=3.00$; $p=.030$), and Wisdom ($F=6.65$; $p<.000$). For years of teaching, significant differences were found on Mature love ($F=3.31$; $p=.011$), Pleasure ($F=3.89$; $p=.004$), Self respect ($F=3.66$; $p=.006$), and Wisdom ($F=2.61$; $p=.035$). For highest degree held, significant differences were found on a A comfortable life ($F=3.01$; $p=.018$), Freedom ($F=3.46$; $p=.008$),

TABLE 1

MEANS AND STANDARD DEVIATIONS FOR RVS INSTRUMENTAL VALUES

Value	Mean	Standard Deviation
Ambitious	10.36	5.27
Broadminded	9.06	4.74
Capable	7.71	4.18
Clean	13.17	4.66
Courageous	9.10	4.58
Forgiving	9.50	4.76
Helpful	8.62	4.60
Honest	4.87	4.10
Imaginative	10.19	4.83
Independent	7.97	4.81
Intellectual	8.58	4.93
Logical	10.06	6.14
Loving	7.65	6.35
Loyal	9.50	5.84
Obedient	15.05	4.22
Polite	12.59	3.98
Responsible	6.54	4.17
Self Controlled	11.22	4.68

TABLE 2

MEANS AND STANDARD DEVIATIONS FOR RVS TERMINAL VALUES

Value	Means	Standard Deviation
A Comfortable Life	11.47	4.60
An Exciting Life	10.68	4.66
A Sense of Accomplishment	7.74	4.53
A World at Peace	10.02	5.10
A World of Beauty	11.25	4.22
Equality	11.13	4.46
Family Security	6.54	4.59
Freedom	6.96	4.10
Health	5.73	3.90
Inner Harmony	7.24	4.48
Mature Love	8.57	4.52
National Security	13.13	4.53
Pleasure	12.54	4.17
Salvation	12.14	6.70
Self Respect	5.85	4.02
Social Recognition	13.18	3.85
True Friendship	8.97	4.18
Wisdom	7.78	4.58

National security ($\underline{F}=3.62$; $\underline{p}=.006$), True friendship ($\underline{F}=2.67$; $\underline{p}=.032$), and Wisdom ($\underline{F}=2.69$; $\underline{p}=.031$). For other job/no other job, those with other jobs placed greater value on An exciting life ($\underline{F}=4.18$; $\underline{p}=.041$), National security ($\underline{F}=7.48$; $\underline{p}=.006$), Pleasure ($\underline{F}=15.25$; $\underline{p}<.001$), and Social recognition ($\underline{F}=6.03$; $\underline{p}=.014$) and less value on A sense of accomplishment ($\underline{F}=7.76$; $\underline{p}=.006$), Family security ($\underline{F}=3.90$; $\underline{p}=.049$), Health ($\underline{F}=4.44$; $\underline{p}=.036$), Self respect ($\underline{F}=18.70$; $\underline{p}=.000$), and Wisdom ($\underline{F}=15.60$; $\underline{p}<.000$).

The statistical hypotheses in the MANOVA on the instrumental life values were rejected for three of the independent variables: for age, the Wilks' lambda $\underline{F}=2.21$ ($\underline{p}=.001$); for highest degree held, the Wilks' lambda $\underline{F}=1.44$ ($\underline{p}=.012$); and for other job/no other job, the Wilks' lambda $\underline{F}=3.70$ ($\underline{p}<.000$). For college location (Wilks' lambda $\underline{F}=1.23$; $\underline{p}>.05$) and teaching experience (Wilks' lambda $\underline{F}=1.29$; $\underline{p}>.05$), the statistical hypotheses were not rejected. For three of the independent variables, the univariate analyses of the instrumental values were examined. For age, significant differences were found on Clean ($\underline{F}=2.77$; $\underline{p}=.041$), Honest ($\underline{F}=10.72$; $\underline{p}<.000$), Obedient ($\underline{F}=5.84$; $\underline{p}=.001$), Polite ($\underline{F}=3.42$; $\underline{p}=.017$), Responsible ($\underline{F}=9.61$; $\underline{p}<.000$), and Self control ($\underline{F}=1.97$; $\underline{p}=.018$). For highest degree held, significant differences were found on Clean ($\underline{F}=5.45$; $\underline{p}<.000$) and Intellectual ($\underline{F}=6.99$; $\underline{p}<.000$). Finally, for the other job variable, those with other jobs placed greater value on Ambitious ($\underline{F}=4.42$; $\underline{p}=.036$), Clean ($\underline{F}=15.54$; $\underline{p}<.000$), Obedient ($\underline{F}=12.05$; $\underline{p}=.001$) and Polite ($\underline{F}=8.47$; $\underline{p}=.004$) and less value on Honest ($\underline{F}=15.82$; $\underline{p}=.000$), Logical ($\underline{F}=3.99$; $\underline{p}=.046$), Loving ($\underline{F}=6.09$; $\underline{p}=.014$), and Responsible ($\underline{F}=17.20$; $\underline{p}<.000$).

TABLE 3

SCALE MEANS AND STANDARD DEVIATIONS ON THE ROKEACH TERMINAL VALUE SURVEY
FOR LEVELS OF COLLEGE TEACHING LOCATION

RVS Scale	Metro (Group 1)		Other Urban (Group 2)		Small City/Rural (Group 3)	
	Mean	S.D.	Mean	S.D.	Mean	S.D.
A Comfortable Life	11.87	4.66	10.98	4.51	11.55	4.63
An Exciting Life	10.86	4.72	10.31	4.59	10.93	4.65
A Sense of Accompl.	7.56	4.51	7.91	4.87	7.78	4.21
A World at Peace	9.76	5.17	9.87	5.12	10.46	5.01
A World of Beauty	11.17	4.35	11.26	4.25	11.33	4.08
Equality	11.17	4.36	10.79	4.54	11.44	4.48
Family Security	7.21	4.85	6.39	4.64	5.97	4.17
Freedom	7.16	4.05	6.91	4.15	6.81	4.13
Health	5.94	4.11	5.74	3.88	5.48	3.70
Inner Harmony	7.30	4.66	7.19	4.26	7.27	4.50
Mature Love	8.69	4.75	8.39	4.33	8.64	4.49
National Security	12.73	4.70	13.09	4.63	13.61	4.22
Pleasure	12.53	4.33	12.33	4.24	12.78	3.93
Salvation	12.13	6.90	12.60	6.34	11.69	6.87
Self Respect	5.75	3.81	6.15	4.44	5.64	3.80
Social Recognition	12.83	4.03	13.20	4.02	13.54	3.44
True Friendship	9.04	3.87	9.44	4.53	8.42	4.12
Wisdom	7.35	4.54	8.34	5.07	7.66	4.93

TABLE 4

SCALE MEANS AND STANDARD DEVIATIONS ON THE ROKEACH INSTRUMENTAL VALUES
SURVEY FOR THE LEVELS OF COLLEGE TEACHING LOCATION

RVS Scales	Metro (Group 1)		Other Urban (Group 2)		Small City/Rural (Group 3)	
	Mean	S.D.	Mean	S.D.	Mean	S.D.
Ambitious	10.99	5.07	9.98	5.38	10.08	5.36
Broadminded	9.02	4.80	8.93	4.71	9.28	4.74
Capable	7.37	4.02	7.66	4.43	7.55	4.11
Clean	13.59	4.42	12.77	4.78	13.12	4.79
Courageous	9.17	4.34	8.88	4.83	9.21	4.59
Forgiving	9.23	4.61	9.72	4.64	9.56	5.04
Helpful	8.88	4.74	8.82	4.59	8.16	4.42
Honest	5.52	4.33	4.96	4.06	4.10	3.76
Imaginative	10.06	5.02	9.82	4.69	10.73	4.78
Independent	7.70	4.83	7.92	4.81	8.36	4.81
Intellectual	7.96	4.84	8.40	5.01	9.49	4.84
Logical	9.92	4.15	9.93	4.67	10.38	4.82
Loving	7.69	5.23	8.15	5.48	7.07	4.59
Loyal	9.56	4.93	9.73	4.22	9.23	4.45
Obedient	14.86	4.51	15.28	4.05	15.06	4.07
Polite	12.79	3.94	12.25	4.26	12.71	3.74
Responsible	6.60	4.01	6.85	4.35	5.89	4.13
Self Controlled	11.56	4.55	11.12	5.03	10.99	4.45

TABLE 5

ANALYSIS OF VARIANCE TABLE FOR AGE USING TERMINAL VALUES
AS DEPENDENT VARIABLES

Variable	Hy SS	Error SS	Hy MS	Error MS	F*	Sig. of F
A Comfort. Life	82.616	10120.122	27.539	21.128	1.303	.273
An Excit. Life	58.422	10410.402	19.474	21.734	0.896	.443
A Sense of Acc.	138.134	9877.162	46.045	20.620	2.233	.084
A World at Peace	11.799	12587.009	3.933	26.278	0.150	.930
A World of Beau.	182.380	8434.278	60.793	17.608	3.453	.016
Equality	86.329	9577.290	28.776	19.994	1.439	.231
Family Security	63.074	10167.241	21.025	21.226	0.991	.397
Freedom	175.981	9733.613	58.660	15.563	3.542	.015
Health	249.015	7009.809	83.005	14.634	5.672	.001
Inner Harmony	76.102	9473.505	25.367	19.778	1.283	.280
Mature Love	306.316	9542.943	102.105	19.923	5.125	.002
National Sec.	309.980	9624.745	103.327	20.093	5.142	.002
Pleasure	292.840	8058.953	97.613	16.825	5.802	.001
Salvation	71.358	21633.938	23.786	45.165	0.527	.664
Self Respect	177.598	7535.139	59.199	15.731	3.763	.011
Social Recog.	132.055	7028.682	44.018	14.674	3.000	.030
True Friend.	125.179	8363.570	41.726	17.460	2.390	.068
Wisdom	449.497	10786.619	149.832	22.519	6.654	.000

*df = 3 and 479

TABLE 6

ANALYSIS OF VARIANCE TABLE FOR AGE USING INSTRUMENTAL VALUES
AS DEPENDENT VARIABLES

Variable	Hy SS	Error SS	Hy MS	Error MS	F*	Sig. of F
Ambitious	55.664	13244.095	18.555	27.707	0.670	.571
Broadminded	17.261	10797.383	5.874	22.589	0.260	.854
Capable	103.625	8364.867	34.542	17.500	1.974	.117
Clean	177.191	10203.705	59.604	21.347	2.767	.041
Courageous	69.586	10102.547	23.195	21.135	1.097	.350
Forgiving	169.292	10712.741	56.431	22.412	2.518	.057
Helpful	74.045	10001.158	24.682	20.923	1.180	.317
Honest	500.220	7424.419	166.740	15.553	10.721	.000
Imaginative	121.028	11022.034	40.343	23.059	1.750	.156
Independent	112.942	11128.228	37.647	23.281	1.617	.185
Intellectual	54.012	11683.506	18.004	24.442	0.737	.531
Logical	7.235	18443.769	2.412	38.585	0.063	.980
Loving	310.565	19260.657	103.522	40.294	2.569	.054
Loyal	40.783	16563.250	13.594	34.651	0.392	.759
Obedient	308.160	8401.633	102.720	17.577	5.844	.001
Polite	157.358	7341.305	52.453	15.358	3.415	.017
Responsible	473.702	7853.311	157.901	16.430	9.611	.000
Self Control.	127.408	10310.716	42.469	21.571	1.969	.018

*df = 3 and 478

TABLE 7
SCALE MEANS ON THE ROKEACH INSTRUMENTAL VALUES SURVEY
FOR THE LEVELS OF AGE

RVS Scales	Under 30 (Group 1)	30-39 (Group 2)	40-49 (Group 3)	50 & Over (Group 4)
Ambitious	9.41	10.67	10.37	10.24
Broadminded	8.49	9.04	9.17	9.23
Capable	8.72	7.48	6.99	7.76
Clean	11.33	13.42	13.65	13.02
Courageous	7.82	9.28	9.12	9.06
Forgiving	8.44	9.57	8.94	10.36
Helpful	8.64	8.89	7.97	8.71
Honest	7.95	5.10	4.26	4.08
Imaginative	10.31	10.11	10.95	9.60
Independent	9.23	8.07	8.22	7.35
Intellectual	9.18	8.21	8.85	8.75
Logical	10.36	10.11	10.10	9.89
Loving	8.39	6.95	7.42	8.96
Loyal	8.56	9.67	9.59	9.56
Obedient	12.39	15.34	15.01	15.42
Polite	10.82	12.60	12.63	13.16
Responsible	6.64	6.30	6.26	5.66
Self Controlled	11.90	11.50	11.45	10.33

TABLE 8

SCALE STANDARD DEVIATIONS ON THE ROKEACH INSTRUMENTAL VALUES SURVEY
FOR THE LEVELS OF AGE

RVS Scales	Under 30 (Group 1)	30-39 (Group 2)	40-49 (Group 3)	50 & Over (Group 4)
Ambitious	5.54	4.48	5.42	5.63
Broadminded	4.98	4.83	4.58	4.76
Capable	4.86	4.14	3.91	4.36
Clean	4.60	4.45	4.47	5.09
Courageous	4.12	4.48	4.56	4.99
Forgiving	5.19	4.67	4.63	4.82
Helpful	5.25	4.52	4.75	4.17
Honest	5.33	4.11	3.72	3.33
Imaginative	4.37	4.97	4.88	4.54
Independent	4.02	4.61	4.70	4.89
Intellectual	5.16	4.89	4.80	5.15
Logical	4.96	4.09	4.48	4.63
Loving	5.95	5.96	4.82	4.95
Loyal	5.25	5.43	4.59	4.42
Obedient	5.52	4.01	4.28	3.83
Polite	4.76	3.95	3.81	3.68
Responsible	5.16	3.97	4.11	3.67
Self Controlled	4.25	4.89	4.74	4.18

TABLE 9

14

SCALE MEANS ON THE ROKEACH TERMINAL VALUES SURVEY FOR THE
LEVELS OF AGE

RVS Scales	Under 30 (Group 1)	30-39 (Group 2)	40-49 (Group 3)	50 & Over (Group 5)
A Comfortable Life	11.21	11.44	12.06	10.96
An Exciting Life	10.33	11.01	10.88	10.17
A Sense of Accomplishment	8.36	8.28	7.60	6.96
A World at Peace	9.51	9.95	9.92	10.14
A World of Beauty	9.23	11.59	11.23	11.38
Equality	9.69	11.29	11.22	11.09
Family Security	6.85	6.83	6.54	5.91
Freedom	8.97	6.75	6.95	6.67
Health	8.03	5.78	5.26	5.41
Inner Harmony	7.80	6.86	7.22	7.82
Mature Love	8.23	7.76	8.93	9.77
National Security	10.67	13.27	13.82	13.00
Pleasure	10.77	12.02	13.06	13.40
Salvation	11.80	12.56	11.66	12.11
Self Respect	7.46	6.13	5.35	5.37
Social Recognition	11.46	13.37	13.13	13.48
True Friendship	9.64	8.61	8.67	9.77
Wisdom	11.05	7.53	7.48	7.52

TABLE 10

SCALE STANDARD DEVIATIONS ON THE ROKEACH TERMINAL VALUES SURVEY
FOR THE LEVELS OF AGE

RVS Scales	Under 30 (Group 1)	30-39 (Group 2)	40-49 (Group 3)	50 & Over (Group 4)
A Comfortable Life	4.96	4.78	4.28	4.54
An Exciting Life	4.56	4.52	4.39	5.25
A Sense of Accomplishment	4.84	4.46	4.65	4.43
A World at Peace	4.55	5.26	5.16	5.05
A World of Beauty	4.61	3.87	4.41	4.30
Equality	5.35	4.34	4.19	4.71
Family Security	4.99	4.75	4.69	4.07
Freedom	4.39	4.16	3.78	4.17
Health	5.48	3.71	3.69	3.49
Inner Harmony	4.67	4.41	4.67	4.12
Mature Love	5.37	4.17	4.42	4.65
National Security	4.80	4.80	4.05	4.25
Pleasure	5.55	4.12	3.85	3.80
Salvation	5.13	6.73	6.90	6.96
Self Respect	5.09	3.91	3.77	3.86
Social Recognition	4.86	3.91	3.72	3.42
True Friendship	5.31	4.15	4.08	3.90
Wisdom	5.80	4.85	4.65	4.26

TABLE 11

SIGNIFICANT PAIR-WISE MEAN COMPARISONS FOR THE LEVELS OF AGE
ON THE ROKEACH TERMINAL VALUES

RVS Terminal Values	Pair-Wise Group Comparisons*
A World of Beauty	1-2, 1-4
Freedom	1-2, 1-3, 1-4
Health	1-2, 1-3, 1-4
Mature Love	2-4
National Security	1-2, 1-3, 1-4
Pleasure	1-3, 1-4, 2-4
Self Respect	1-3, 1-4
Social Recognition	1-2, 1-4
Wisdom	1-2 1-3, 1-4

*Age: Under 30 (1); 30-39 (2); 40-49 (3); and 50 and over (4)

SIGNIFICANT PAIR-WISE MEAN COMPARISONS BETWEEN LEVELS OF AGE ON THE
ROKEACH INSTRUMENTAL VALUES

RVS Instrumental Scales	Pair-wise Group Comparisons*
Clean	1-3
Honest	1-2 1-3, 1-4
Obedient	1-2, 1-3, 1-4
Polite	1-4
Responsible	1-2, 1-3, 1-4

*Age: Under 30 (1); 30-39 (2); 40-49 (3); and 50 and over (4)

TABLE 12

SCALE MEANS ON THE ROKEACH TERMINAL VALUES SURVEY FOR THE
LEVELS OF TEACHING EXPERIENCE

RVS Scales	0-4 (Group 1)	5-9 (Group 2)	10-14 (Group 3)	15-19 (Group 4)	20 & Over (Group 5)
A Comfortable Life	10.95	11.39	11.92	11.34	11.44
An Exciting Life	10.22	10.62	10.57	11.90	10.50
A Sense of Accompl.	8.07	8.15	7.53	7.62	6.88
A World at Peace	10.38	9.56	10.25	10.12	10.14
A World of Beauty	11.49	11.06	11.13	11.71	11.25
Equality	11.64	10.76	11.01	11.81	10.83
Family Security	6.32	7.25	6.02	6.64	5.95
Freedom	7.05	7.45	7.07	5.92	6.89
Health	5.83	6.05	5.85	4.73	5.83
Inner Harmony	7.25	6.81	7.42	6.58	8.63
Mature Love	7.94	8.05	8.48	10.11	9.00
National Security	12.77	13.03	12.95	13.86	13.48
Pleasure	11.32	12.23	12.87	13.63	13.02
Salvation	10.99	13.03	12.19	11.18	12.50
Self Respect	6.74	6.15	5.98	4.66	5.06
Social Recognition	13.40	12.52	13.28	13.27	12.92
True Friendship	9.75	8.62	9.01	8.95	8.94
Wisdom	8.85	8.21	7.47	7.00	6.86

TABLE 13

SCALE STANDARD DEVIATIONS ON THE ROKEACH TERMINAL VALUES SCALE
FOR THE LEVELS OF TEACHING EXPERIENCE

RVS Scales	0-4 (Group 1)	5-9 (Group 2)	10-14 (Group 3)	15-19 (Group 4)	20 & Over (Group 5)
A Comfortable Life	4.71	4.71	4.75	4.35	4.32
An Exciting Life	4.56	4.63	4.83	4.21	4.94
A Sense of Accompl.	4.83	4.54	4.55	4.23	4.39
A World at Peace	4.71	5.13	5.23	5.03	5.58
A World of Beauty	4.23	4.05	4.24	4.42	4.42
Equality	4.90	4.42	4.28	4.40	4.26
Family Security	4.85	4.89	4.21	4.72	3.84
Freedom	4.04	4.33	3.83	3.70	4.49
Health	4.47	4.26	3.59	2.81	3.75
Inner Harmony	4.68	4.37	4.66	4.29	4.14
Mature Love	4.28	4.65	4.25	4.51	4.55
National Security	4.80	4.66	4.79	3.61	4.45
Pleasure	4.16	4.74	3.92	3.41	3.71
Salvation	6.46	6.38	6.82	7.78	6.78
Self Respect	4.24	4.43	3.93	2.82	3.67
Social Recognition	4.18	4.05	3.95	3.37	3.21
True Friendship	4.29	4.27	4.38	3.47	4.28
Wisdom	5.44	4.83	4.84	4.43	4.18

TABLE 14

ANALYSIS OF VARIANCE TABLE FOR THE NUMBER OF YEARS TEACHING VARIABLE
USING TERMINAL VALUES AS DEPENDENT VARIABLES

Variable	Hy SS	Error SS	Hy MS	Error MS	F*	Sig. of F
A Comfort. Life	49.896	10350.104	12.747	21.340	0.585	.674
An Exciting Life	132.681	10466.586	33.170	21.581	1.537	.190
A Sense of Accompl.	88.602	9972.998	22.151	20.563	1.077	.367
A World at Peace	51.219	12721.191	12.805	26.229	0.488	.744
A World of Beauty	27.273	8685.423	6.818	17.908	0.381	.822
Equality	84.879	9634.245	21.220	19.883	0.167	.372
Family Security	132.990	10163.110	33.248	20.955	1.587	.177
Freedom	116.625	8138.275	29.156	16.780	1.738	.140
Health	91.531	7381.979	22.883	15.221	1.503	.200
Inner Harmony	185.997	9638.542	46.499	19.873	2.340	.054
Mature Love	262.920	9637.864	65.730	19.872	3.308	.011
National Security	64.316	10040.396	16.079	20.702	0.777	.541
Pleasure	265.894	8290.475	66.474	17.094	3.889	.004
Salvation	313.162	21707.320	78.291	44.757	1.749	.138
Self Respect	231.400	7672.600	57.850	15.820	3.657	.006
Social Recog.	104.650	7214.934	26.162	14.876	1.759	.136
True Friendship	73.488	8496.439	18.372	17.519	1.049	.381
Wisdom	241.974	11258.426	60.493	23.213	2.606	.035

*df = 4 and 485

TABLE 15

SCALE MEANS ON THE ROKEACH INSTRUMENTAL VALUES SURVEY FOR THE
LEVELS OF TEACHING EXPERIENCE

RVS Scales	0-4 (Group 1)	5-9 (Group 2)	10-14 (Group 3)	15-19 (Group 4)	20 & Over (Group 5)
Ambitious	10.29	10.37	10.29	10.21	10.67
Broadminded	9.01	8.91	8.97	9.56	9.27
Capable	7.42	7.73	7.04	6.78	8.10
Clean	11.29	13.25	13.65	13.41	14.37
Courageous	8.83	8.85	8.23	8.84	8.89
Forgiving	9.49	8.78	9.90	10.62	9.21
Helpful	8.75	8.85	8.23	8.84	8.49
Honest	5.25	5.46	4.80	4.08	4.24
Imaginative	10.99	9.68	10.46	10.36	10.06
Independent	8.62	8.27	8.10	6.60	7.79
Intellectual	9.00	8.71	8.74	8.59	7.67
Logical	10.48	10.86	9.40	9.55	9.68
Loving	7.84	7.20	7.29	8.55	8.11
Loyal	10.11	9.54	9.27	9.49	8.97
Obedient	14.13	15.01	15.39	15.44	15.21
Polite	11.97	12.25	12.63	12.82	13.64
Responsible	6.39	6.82	6.46	5.86	6.33
Self Controlled	11.08	11.68	11.14	11.44	10.33

TABLE 16

SCALE STANDARD DEVIATIONS ON THE ROKEACH INSTRUMENTAL
VALUES SURVEY FOR THE LEVELS OF TEACHING EXPERIENCE

RVS Scales	0-4 (Group 1)	5-9 (Group 2)	10-14 (Group 3)	15-19 (Group 4)	20 & Over (Group 5)
Ambitious	5.29	5.41	4.97	5.46	5.46
Broadminded	4.81	4.70	4.72	4.92	4.69
Capable	4.41	4.41	3.66	4.34	3.87
Clean	5.14	4.34	4.65	4.62	4.24
Courageous	4.25	4.68	4.64	4.39	4.83
Forgiving	4.75	4.82	4.55	4.57	5.12
Helpful	4.77	4.76	4.73	4.39	4.12
Honest	4.27	4.60	4.19	3.40	3.03
Imaginative	4.52	5.09	4.69	4.81	4.92
Independent	5.33	4.80	4.38	4.40	5.19
Intellectual	5.14	4.66	5.25	4.91	4.68
Logical	4.87	4.52	4.99	4.74	4.39
Loving	4.93	4.85	5.06	4.53	5.37
Loyal	4.78	4.01	4.60	4.54	4.80
Obedient	4.78	4.45	3.81	4.03	3.76
Polite	4.21	4.07	4.01	3.90	3.35
Responsible	4.59	4.31	4.10	3.81	3.35
Self Controlled	5.24	4.29	4.90	4.43	4.50

TABLE 17

SIGNIFICANT PAIR-WISE MEAN COMPARISONS BETWEEN LEVELS OF
TEACHING EXPERIENCE ON THE ROKEACH TERMINAL VALUES

RVS Terminal Scales	Pair-wise Group Comparisons*
Mature Love	1-4, 2-4
Pleasure	1-4
Self Respect	1-4

*Number of years teaching: 0-4 (1); 5-9 (2); 10-14 (3); 15-19 (4);
20 and over (5)

TABLE 18

SCALE MEANS ON THE ROKEACH TERMINAL VALUES SURVEY
FOR THE LEVELS OF HIGHEST DEGREE HELD

RVS Scales	Doctorate (Group 1)	Master's (Group 2)	Bachelor's (Group 3)	Associate (Group 4)	Other (Group 5)
A Comfort. Life	11.76	11.77	10.55	9.84	14.33
An Excit. Life	9.11	10.83	11.34	10.61	8.50
A Sense of Acc.	8.50	7.64	7.90	8.11	5.67
A World at Peace	10.63	9.85	10.04	10.40	13.50
A World of Beau.	11.40	11.04	11.90	12.03	9.33
Equality	10.84	11.09	11.67	10.42	12.00
Family Security	7.61	6.67	5.42	6.53	8.67
Freedom	6.47	6.60	7.78	8.66	8.33
Health	5.79	5.90	5.48	5.00	3.33
Inner Harmony	7.45	6.99	7.76	8.08	6.17
Mature Love	7.26	8.79	8.34	8.97	6.00
Nat. Security	15.18	13.28	12.34	11.82	14.17
Pleasure	12.63	12.51	12.52	12.32	12.17
Salvation	14.76	11.97	11.67	11.50	15.83
Self Respect	4.84	5.77	5.94	7.00	5.00
Social Recog.	13.87	13.12	13.23	12.66	13.17
True Friend.	7.16	9.27	9.44	9.42	8.67
Wisdom	5.71	7.87	8.70	7.63	6.17

TABLE 19

SCALE STANDARD DEVIATIONS ON THE ROKEACH TERMINAL VALUES SURVEY
FOR THE LEVELS OF HIGHEST DEGREE HELD

RVS Scales	Doctorate (Group 1)	Master's (Group 2)	Bachelor's (Group 3)	Associate (Group 4)	Other (Group 5)
A Comfortable Life	5.33	4.31	4.95	5.32	2.42
An Exciting Life	4.38	4.57	4.70	4.65	6.32
A Sense of Accompl.	3.88	4.47	5.10	4.31	4.84
A World of Peace	5.17	5.18	5.13	4.58	3.08
A World of Beauty	4.02	4.28	4.00	4.38	4.13
Equality	4.54	4.37	4.51	5.27	3.80
Family Security	4.79	4.65	4.11	4.67	3.93
Freedom	3.80	3.91	4.37	4.78	4.80
Health	3.47	3.91	4.09	4.20	2.50
Inner Harmony	4.81	4.45	4.34	4.82	2.48
Mature Love	4.37	4.52	4.59	4.52	4.00
National Security	2.95	4.65	4.25	4.72	3.82
Pleasure	3.22	4.31	4.38	3.77	3.06
Salvation	5.24	6.85	6.64	6.67	3.71
Self Respect	3.03	3.90	4.24	4.51	5.33
Social Recognition	3.52	3.75	4.03	4.74	5.12
True Friendship	4.00	4.18	4.20	4.30	2.88
Wisdom	3.78	4.98	4.42	5.25	4.07

TABLE 20

ANALYSIS OF VARIANCE TABLE FOR HIGHEST DEGREE HELD USING
 TERMINAL VALUES AS DEPENDENT VARIABLE

Variable	Hy SS	Error SS	Hy MS	Error MS	F*	Sig. of F
A Comfort. Life	251.816	10159.305	62.954	20.947	3.005	.018
An Exciting Life	164.347	10283.631	41.087	21.203	1.938	.103
A Sense of Acc.	58.391	9953.193	14.598	20.522	0.711	.584
A World at Peace	102.013	12678.643	25.503	26.142	0.976	.420
A World of Beauty	94.437	8648.004	23.609	17.831	1.324	.260
Equality	51.309	9712.846	12.827	20.026	0.641	.634
Family Security	179.503	10118.009	44.876	20.862	2.151	.073
Freedom	228.450	8015.961	57.112	16.528	3.456	.008
Health	69.737	7440.959	17.434	15.342	1.136	.339
Inner Harmony	76.840	9718.101	19.210	20.037	0.959	.430
Mature Love	130.956	9896.597	32.739	20.405	1.604	.172
National Security	289.763	9711.847	72.441	20.024	3.618	.006
Pleasure	2.688	8547.810	0.672	17.924	0.038	.997
Salvation	386.772	21547.940	96.693	44.429	2.176	.071
Self Respect	95.150	7628.950	23.787	15.730	1.512	.197
Social Recog.	29.521	7291.418	7.380	15.034	0.491	.742
True Friendship	185.510	8426.090	46.378	17.373	2.669	.032
Wisdom	250.203	11282.198	62.551	23.262	2.689	.031

*df = 4 and 485

TABLE 21

SIGNIFICANT PAIR-WISE MEAN COMPARISONS BETWEEN LEVELS OF
HIGHEST DEGREE HELD ON THE ROKEACH TERMINAL VALUES

RVS Terminal Values	Pair-wise Group Comparisons*
Freedom	2-4
National Security	1-3, 1-4
True Friendship	1-2
Wisdom	1-3

*Degree: Doctorate (1); Master's (2); Bachelor's (3); Associate (4);
Other (5)

TABLE 22

SCALE MEANS ON THE ROKEACH INSTRUMENTAL VALUES SURVEY
FOR THE LEVELS OF HIGHEST DEGREE HELD

RVS Scales	Doctorate (Group 1)	Master's (Group 2)	Bachelor's (Group 3)	Associate (Group 4)	Other (Group 5)
Ambitious	10.86	10.67	9.77	9.16	10.67
Broadminded	8.13	9.04	9.12	9.61	11.50
Capable	8.40	7.33	7.76	7.18	6.67
Clean	14.50	13.54	12.40	10.37	12.50
Courageous	7.71	9.12	9.48	9.95	9.17
Forgiving	9.74	9.67	9.10	8.61	11.33
Helpful	8.92	8.36	8.95	9.95	11.50
Honest	4.24	4.87	5.22	4.47	6.67
Imaginative	8.61	10.37	10.63	10.00	9.67
Independent	8.47	7.77	8.02	9.24	5.50
Intellectual	6.03	8.19	10.32	10.21	9.17
Logical	9.47	9.75	10.21	10.53	10.50
Loving	7.00	7.42	8.49	8.21	6.33
Loyal	10.24	9.42	9.38	10.08	9.50
Obedient	15.90	15.21	14.77	13.53	15.18
Polite	13.24	12.63	12.37	12.37	9.50
Responsible	7.23	6.27	6.65	6.42	5.83
Self Controlled	12.03	11.33	10.51	11.45	9.83

TABLE 23

28

SCALE STANDARD DEVIATIONS ON THE ROKEACH INSTRUMENTAL VALUES SURVEY
FOR THE LEVELS OF HIGHEST DEGREE HELD

RVS Scales	Doctorate (Group 1)	Master's (Group 2)	Bachelor's (Group 3)	Associate (Group 4)	Other (Group 5)
Ambitious	5.80	5.08	5.59	4.93	6.86
Broadminded	4.90	4.62	4.88	5.20	5.75
Capable	3.98	4.08	4.60	4.01	5.43
Clean	4.07	4.59	4.82	4.72	3.78
Courageous	4.37	4.59	4.48	4.79	4.36
Forgiving	5.11	4.75	4.62	4.94	5.24
Helpful	4.35	4.59	4.66	4.37	4.50
Honest	3.11	4.00	4.65	4.37	4.50
Imaginative	4.90	4.93	4.52	4.34	4.80
Independent	4.66	4.82	4.74	5.22	3.62
Intellectual	3.95	4.84	4.86	5.26	4.83
Logical	5.35	4.68	4.18	5.05	5.54
Loving	4.84	5.07	5.78	5.26	4.41
Loyal	4.14	4.51	4.25	4.62	5.09
Obedient	3.46	4.07	4.41	4.89	6.01
Polite	3.58	3.97	4.24	4.14	3.73
Responsible	3.86	3.99	4.54	5.18	4.71
Self Controlled	3.53	4.61	4.99	5.34	5.81

TABLE 24

ANALYSIS OF VARIANCE TABLE FOR HIGHEST DEGREE HELD
USING INSTRUMENTAL VALUES AS DEPENDENT VARIABLES

Variable	Hy SS	Error SS	Hy MS	Error MS	F*	Sig. of F
Ambitious	123.798	13277.098	30.949	27.432	1.128	.342
Broadminded	80.182	10911.098	20.045	22.544	0.889	.470
Capable	64.464	8440.785	16.366	17.440	0.938	.441
Clean	459.833	10204.405	114.958	21.083	5.453	.000
Courageous	111.808	10110.552	27.592	20.890	1.338	.255
Forgiving	75.330	11044.773	18.832	22.820	0.825	.509
Helpful	149.547	10155.120	37.387	20.982	1.782	.131
Honest	50.593	8099.767	12.648	16.735	0.756	.554
Imaginative	123.877	11219.129	30.969	23.180	1.336	.255
Independent	120.433	11215.486	30.108	23.172	1.299	.269
Intellectual	647.785	11211.430	161.946	23.164	6.991	.000
Logical	161.948	18413.234	40.487	38.044	1.064	.374
Loving	112.336	19273.386	28.084	40.751	0.689	.600
Loyal	36.159	16663.661	9.040	34.429	0.263	.902
Obedient	130.141	8440.256	32.535	17.439	1.866	.115
Polite	79.487	7728.186	19.872	15.967	1.245	.291
Responsible	59.861	8478.486	14.965	17.518	0.854	.491
Self Control.	83.206	10595.800	20.801	21.892	0.950	.435

*df = 4 and 484

TABLE 25

SIGNIFICANT PAIR-WISE MEAN COMPARISONS BETWEEN LEVELS OF HIGHEST
DEGREE HELD ON THE ROKEACH INSTRUMENTAL VALUES

RVS Instrumental Values	Pair-wise Group Comparisons*
Clean	1-4, 2-4
Intellectual	1-3, 1-4, 2-3

*Degree: Doctorate (1); Master's (2); Bachelor's (3); Associate (4);
Other (5)

TABLE 26

SCALE MEANS AND STANDARD DEVIATIONS ON THE ROKEACH TERMINAL VALUES
SURVEY FOR THE OTHER JOB/NO OTHER JOB VARIABLE

RVS Value	Other Job		No Other Job		Total	
	Mean	S.D.	Mean	S.D.	Mean	S.D.
A Comfortable Life	11.14	4.60	11.69	4.61	11.47	4.60
An Exciting Life	10.23	4.91	11.02	4.44	10.68	4.66
A Sense of Accompl.	8.46	4.83	7.31	4.29	7.74	4.53
A World at Peace	9.97	5.05	10.06	5.15	10.02	5.10
A World of Beauty	10.80	4.47	11.54	4.05	11.25	4.22
Equality	10.92	4.89	11.26	4.16	11.13	4.46
Family Security	7.07	5.05	6.23	4.27	6.54	4.59
Freedom	7.10	4.10	6.90	4.10	6.96	4.10
Health	6.17	4.54	5.43	3.38	5.73	3.90
Inner Harmony	7.47	4.65	7.12	4.37	7.24	4.48
Mature Love	8.47	4.82	8.62	4.33	8.57	4.52
National Security	12.47	4.72	13.60	4.31	13.13	4.53
Pleasure	11.61	4.69	13.10	3.73	12.54	4.17
Salvation	11.55	6.42	12.47	6.86	12.14	6.70
Self Respect	6.81	4.41	5.23	3.64	5.85	4.02
Social Recognition	12.65	4.22	13.51	3.58	13.18	3.85
True Friendship	9.31	4.31	8.72	4.09	8.97	4.18
Wisdom	8.82	5.22	7.09	4.46	7.78	4.85

TABLE 28

SCALE MEANS AND STANDARD DEVIATIONS ON THE ROKEACH INSTRUMENTAL VALUES
SURVEY FOR THE OTHER/NO OTHER JOB VARIABLE

RVS Values	Other Job		No Other Job		Total	
	Mean	S.D.	Mean	S.D.	Mean	S.D.
Ambitious	9.75	5.50	10.76	5.10	10.36	5.27
Broadminded	8.90	5.04	9.19	4.56	9.06	4.74
Capable	7.72	4.30	7.41	4.11	7.71	4.18
Clean	12.13	4.70	13.81	4.52	13.17	4.66
Courageous	9.36	4.47	8.92	4.64	9.10	4.58
Forgiving	9.06	4.78	9.77	4.76	9.50	4.76
Helpful	9.05	4.86	8.35	4.44	8.62	4.60
Honest	5.80	4.65	4.30	3.61	4.87	4.10
Imaginative	9.84	5.12	10.43	4.63	10.19	4.83
Independent	8.37	5.14	7.75	4.60	7.97	4.81
Intellectual	8.82	5.01	8.43	4.88	8.58	4.93
Logical	10.30	4.94	9.61	4.61	10.06	6.14
Loving	8.01	5.40	7.10	4.78	7.65	6.35
Loyal	9.01	4.75	9.50	4.43	9.50	5.84
Obedient	14.22	4.86	15.54	3.71	15.05	4.22
Polite	11.93	4.26	12.99	3.76	12.59	3.98
Responsible	7.43	4.56	5.84	3.79	6.45	4.17
Self Controlled	11.44	4.44	11.07	4.82	11.22	4.68

TABLE 27

ANALYSIS OF VARIANCE TABLE FOR OTHER JOB/NO OTHER JOB USING
ROKEACH TERMINAL VALUES AS DEPENDENT VARIABLES

RVS Variable	Hy SS	Error SS	Hy MS	Error MS	F*	Sig. of F
A Comfort. Life	34.645	10471.103	34.645	21.240	1.663	.203
An Excit. Life	89.350	10535.915	89.350	21.371	4.181	.041
A Sense of Acc.	153.345	9995.091	153.345	20.274	7.764	.006
A World at Peace	0.913	12894.691	0.913	26.156	0.035	.852
A World of Beaut.	64.906	8756.476	64.906	17.762	3.654	.057
Equality	13.768	9771.432	13.768	19.820	0.695	.405
Family Sec.	81.857	10358.681	81.857	21.012	3.896	.049
Freedom	3.934	8298.902	3.934	16.833	0.234	.629
Health	66.160	7351.185	66.160	14.911	4.437	.036
Inner Harmony	12.796	9877.063	12.796	20.035	0.639	.425
Mature Love	2.811	10098.535	2.811	20.484	0.137	.711
National Sec.	149.217	9840.538	149.217	19.961	7.476	.006
Pleasure	258.607	8360.524	258.607	16.958	15.249	.000
Salvation	101.053	22159.182	101.053	44.948	2.248	.134
Self Respect	292.019	7701.064	292.019	15.621	18.694	.000
Social Recog.	88.707	7253.442	88.707	14.713	6.029	.014
True Friend.	39.792	8609.044	39.792	17.463	2.279	.132
Wisdom	354.245	11192.172	354.245	22.702	15.604	.000

*df = 1 and 493

TABLE 29

ANALYSIS OF VARIANCE TABLE FOR OTHER JOB/NO OTHER JOB USING
ROKEACH INSTRUMENTAL VALUES AS DEPENDENT VARIABLES

RVS Variable	Hy SS	Error SS	Hy MS	Error MS	F*	Sig. of F
Ambitious	122.232	13596.691	122.232	27.636	4.423	.036
Broadminded	10.141	11111.116	10.141	22.584	0.449	.503
Capable	11.074	8633.908	11.074	17.549	0.631	.427
Clean	327.792	10376.682	327.692	21.091	15.537	.000
Courageous	23.703	10293.374	23.703	20.921	1.133	.288
Forgiving	57.740	11140.760	57.740	22.662	2.548	.111
Helpful	56.571	10383.641	56.571	21.105	2.680	.102
Honest	257.642	8011.826	257.642	16.284	15.822	.000
Imaginative	42.028	11462.654	42.028	23.298	1.804	.180
Independent	42.077	11391.923	42.077	23.154	1.812	.178
Intellectual	16.244	11928.972	16.244	24.246	0.670	.413
Logical	150.403	18528.010	150.403	37.659	3.994	.046
Loving	243.814	19700.599	243.814	40.042	6.089	.014
Loyal	0.711	16852.739	0.711	34.254	0.021	.886
Obedient	210.356	8587.379	210.356	17.454	12.052	.001
Polite	132.813	7712.944	132.813	15.677	8.472	.004
Responsible	289.192	8273.042	289.192	16.815	17.198	.000
Self Control.	14.098	10790.852	14.098	21.933	0.643	.423

*df = 1 and 492

TABLE 30

SCALE MEANS AND STANDARD DEVIATIONS ON THE ROKEACH TERMINAL VALUE SURVEY
FOR LEVELS OF COLLEGE TEACHING LOCATION

RVS Scale	Metro (Group 1)		Other Urban (Group 2)		Small City/Rural (Group 3)	
	Mean	S.D.	Mean	S.D.	Mean	S.D.
A Comfortable Life	11.87	4.66	10.98	4.51	11.55	4.63
An Exciting Life	10.86	4.72	10.31	4.59	10.93	4.65
A Sense of Accompl.	7.56	4.51	7.91	4.87	7.78	4.21
A World at Peace	9.76	5.17	9.87	5.12	10.46	5.01
A World of Beauty	11.17	4.35	11.26	4.25	11.33	4.08
Equality	11.17	4.36	10.79	4.54	11.44	4.48
Family Security	7.21	4.85	6.39	4.64	5.97	4.17
Freedom	7.16	4.05	6.91	4.15	6.81	4.13
Health	5.94	4.11	5.74	3.88	5.48	3.70
Inner Harmony	7.30	4.66	7.19	4.26	7.27	4.50
Mature Love	8.69	4.75	8.39	4.33	8.64	4.49
National Security	12.73	4.70	13.09	4.63	13.61	4.22
Pleasure	12.53	4.33	12.33	4.24	12.78	3.93
Salvation	12.13	6.90	12.60	6.34	11.69	6.87
Self Respect	5.75	3.81	6.15	4.44	5.64	3.80
Social Recognition	12.83	4.03	13.20	4.02	13.54	3.44
True Friendship	9.04	3.87	9.44	4.53	8.42	4.12
Wisdom	7.35	4.54	8.34	5.07	7.66	4.93

TABLE 31

SCALE MEANS AND STANDARD DEVIATIONS ON THE ROKEACH INSTRUMENTAL VALUES
SURVEY FOR THE LEVELS OF COLLEGE TEACHING LOCATION

RVS Scales	Metro (Group 1)		Other Urban (Group 2)		Small City/Rural (Group 3)	
	Mean	S.D.	Mean	S.D.	Mean	S.D.
Ambitious	10.99	5.07	9.98	5.38	10.08	5.36
Broadminded	9.02	4.80	8.93	4.71	9.28	4.74
Capable	7.37	4.02	7.66	4.43	7.55	4.11
Clean	13.59	4.42	12.77	4.78	13.12	4.79
Courageous	9.17	4.34	8.88	4.83	9.21	4.59
Forgiving	9.23	4.61	9.72	4.64	9.56	5.04
Helpful	8.88	4.74	8.82	4.59	8.16	4.42
Honest	5.52	4.33	4.96	4.06	4.10	3.76
Imaginative	10.06	5.02	9.82	4.69	10.73	4.78
Independent	7.70	4.83	7.92	4.81	8.36	4.81
Intellectual	7.96	4.84	8.40	5.01	9.49	4.84
Logical	9.92	4.15	9.93	4.67	10.38	4.82
Loving	7.69	5.23	8.15	5.48	7.07	4.59
Loyal	9.56	4.93	9.73	4.22	9.23	4.45
Obedient	14.86	4.51	15.28	4.05	15.06	4.07
Polite	12.79	3.94	12.25	4.26	12.71	3.74
Responsible	6.60	4.01	6.85	4.35	5.89	4.13
Self Controlled	11.56	4.55	11.12	5.03	10.99	4.45

It is apparent that a number of demographic characteristics are related to the life values of community college faculty. Bohan and Hales (1986) reported differences in terminal values when examined by teaching assignment (10 values), part-time/full-time employment status (4 values), and sex (6 values); they also reported differences in instrumental values when examined by employment status (6 values), teaching assignment (12 values), and sex (3 values). In the present study, significant differences in terminal values were found for age (9 values), years of teaching experience (4 values), highest degree held (5 values), and other job (9 values); for instrumental values, significant differences were found for age (6 values), highest degree held (2 values), and other job (8 values). Other job/no other job was the most important independent variable, with 50% of both the terminal and instrumental values being significant. Age was also important, with 33% of the instrumental values and 50% of the terminal values being significant.

Educational Importance

Values are an integral, pervasive part of an individual's personality, acting as motivators for behavior, providing structure for the evaluation of self and others, and directing an individual's behavior. Values influence teaching style, role modeling, and decisions regarding curriculum. The results of this study indicate that terminal and instrumental values are related to selected demographic variables, particularly age and other employment. The results of this study show that values should be integrated into any value clarification program for community college faculty and become a part of any in-service program that is used for instructors.

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VALUES OF PART-TIME AND FULL-TIME OREGON COMMUNITY COLLEGE
FACULTY IN SELECTED INSTRUCTIONAL AREAS

John F. Bohan, Researcher

QUESTIONNAIRE

Personal Data

No. _____

1. Please indicate your present major assignment:

- ☐ Natural Science (Chemistry, Physics, Biology, Botany, Zoology, Geology, General Science, etc.)
- ☐ Social Science (Anthropology, Geography, Western Civilization, History, Psychology, Sociology, etc.)
- ☐ Mathematics (Arithmetic, Algebra, Geometry, Trigonometry, Statistics, Calculus, etc.)
- ☐ English Composition (English Literature, Reading, Shakespeare, etc.)
- ☐ Auto/Industrial Mechanics (Auto, Welding, Machine Shop, Diesel, etc.)
- ☐ Secretarial Science (Word Processing, Office Procedures, Business Communications, Shorthand, Typing, etc.)
- ☐ Business Education (Accounting, Business Math, Management, Bookkeeping, Merchandising, etc.)
- ☐ Health Occupations (Nursing, Medical Office Assisting, Dental Assisting, X-Ray Technicians, etc.)

2. Present Status:

- ☐ Part-Time (6 credits or less)
- ☐ Full-Time

3. Community college location:

- ☐ Metro
- ☐ Other urban
- ☐ Small city/rural

4. No. of years teaching experience:

- ☐ This community college
- ☐ Other community colleges
- ☐ Elementary/Secondary
- ☐ University/4 year college

5. Highest degree obtained:

- ☐ Doctorate
- ☐ Master's Degree
- ☐ Bachelor's Degree
- ☐ Associate Degree
- ☐ Other Please specify: _____
- Highest Major: _____

6. Vocational Certificate:

- ☐ No
- ☐ Yes
- If yes, specify type: _____

7. Are you employed in a job other than your position at this community college?

- ☐ No
- ☐ Yes
- If yes, give your job title: _____

8. ☐ Age (At last birthday)

9. Sex:

- ☐ Female
- ☐ Male

10. Years of education of parents:

- ☐ Mother
- ☐ Father

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PLEASE PROCEED TO VALUE SURVEY AND PROFILE OF WORK VALUES. THANK YOU.